2004 G1 CONFERENCE

INDIVIDUAL AUGMENTATION PROCESS

LtCol Dainty MPP-60

MPP-60

Manpower Plans Mobilization Plans and Policy

- **Mission** - to support the individua augmentation (IA) requirements of the Fleet Marine Corps during times of crisis.

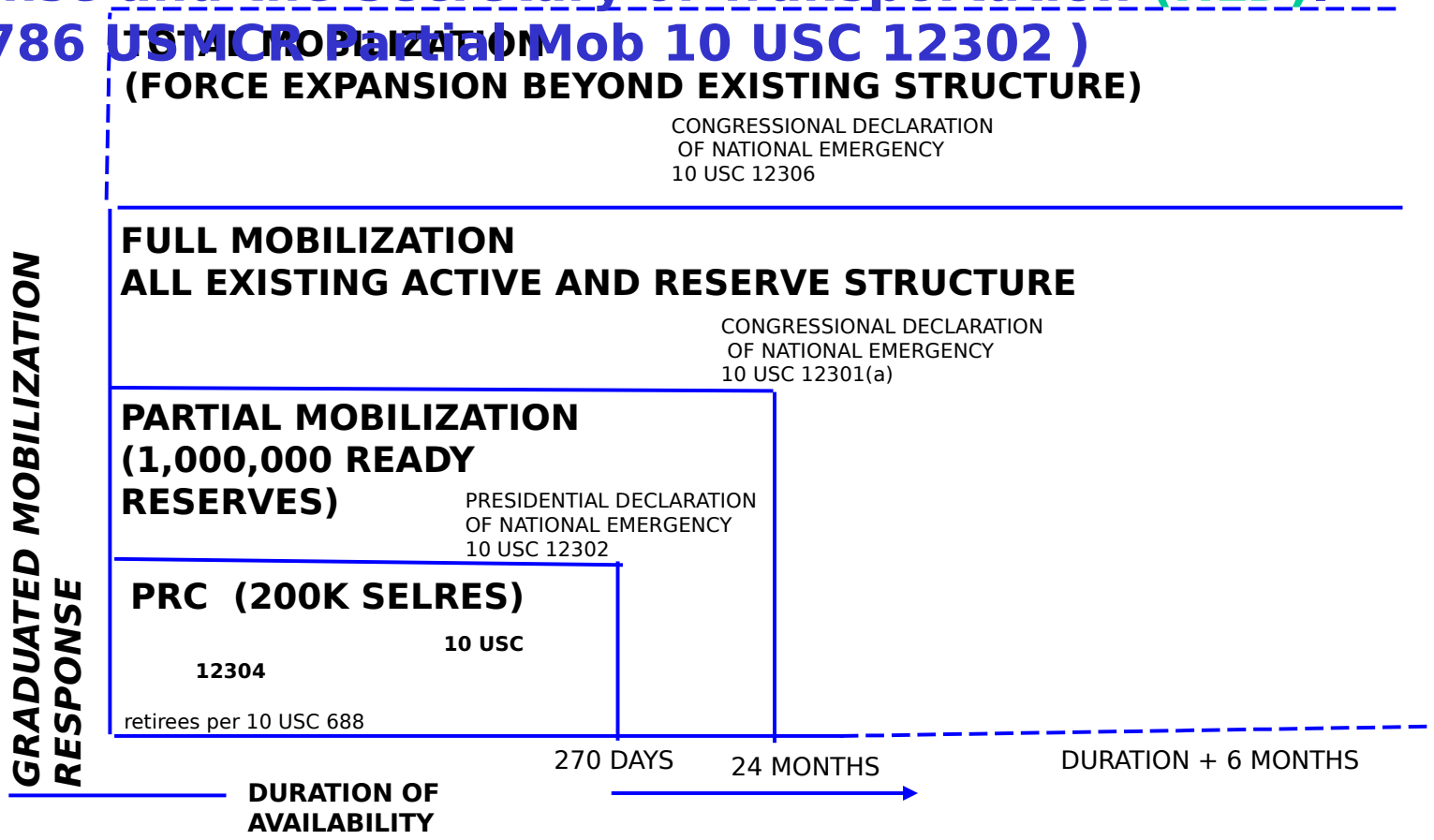
- The intent of this brief is to provide information regarding the process of mobilization/activation of individuals ISO Marine Corps mission requirements.

- **Future upgrades and developments in Marine Corps Mobilization Processing Systems**

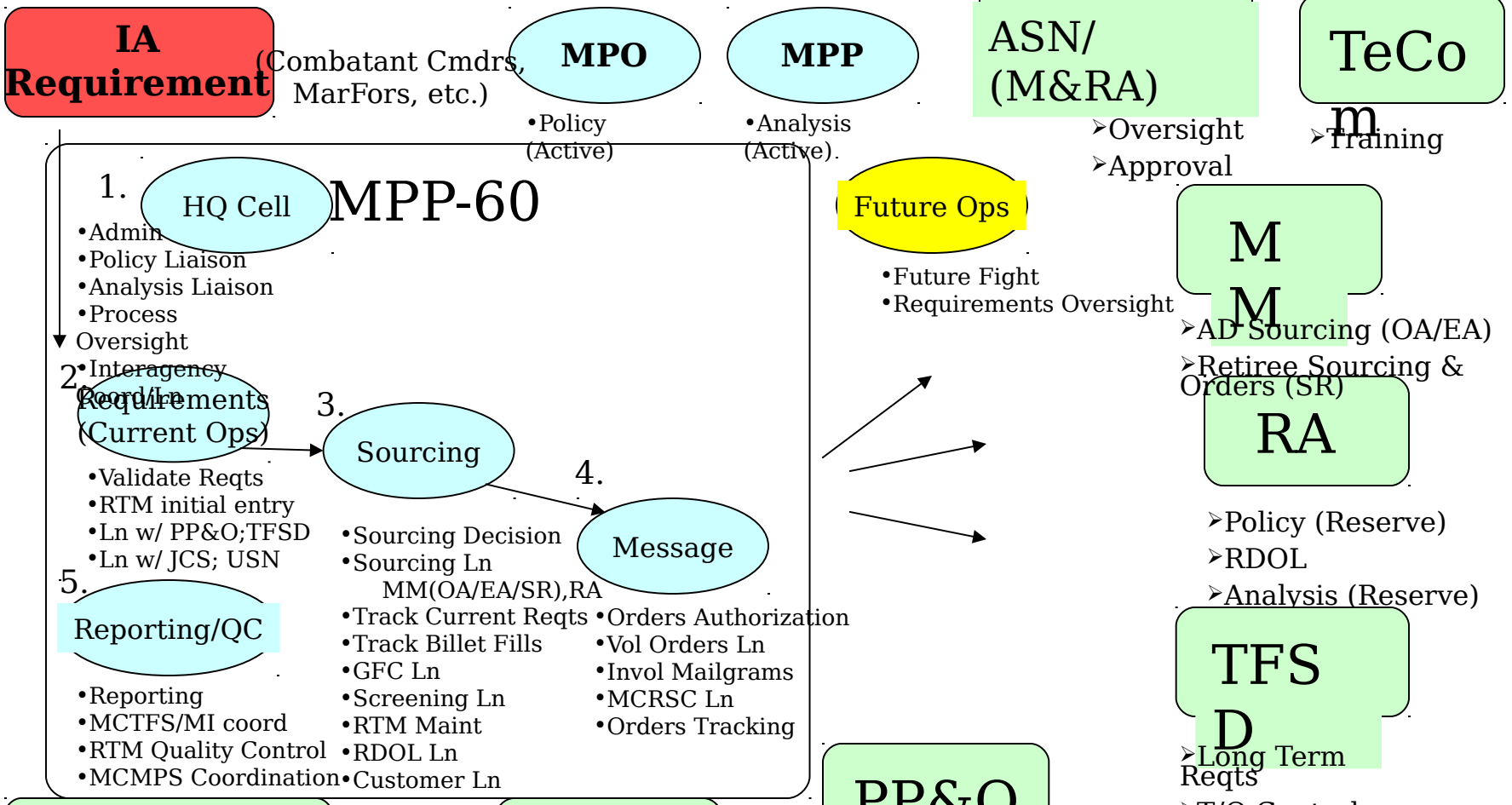
- Manpower Mobilization Planning
  - Time Phased Planning
- Manpower Mobilization Reporting
- Publish Processing Guidance
  - Administrative, Medical, Manpower
- Technical Functions
  - Create POF Table & Coordinate for WASR
  - Utilize Marine Corps Mobilization Processing System (MCMPS)
  - IA Requirements & Personnel Tracking (MRTM/IAMM) SUBSET OF MCMPS
- Casualty Estimation (CASEST Model)
- Mobilization Exercises
- Mobilization Training
  - MCMPS
  - CASEST
- System Integration (Submitted

Mobilization Authorizations

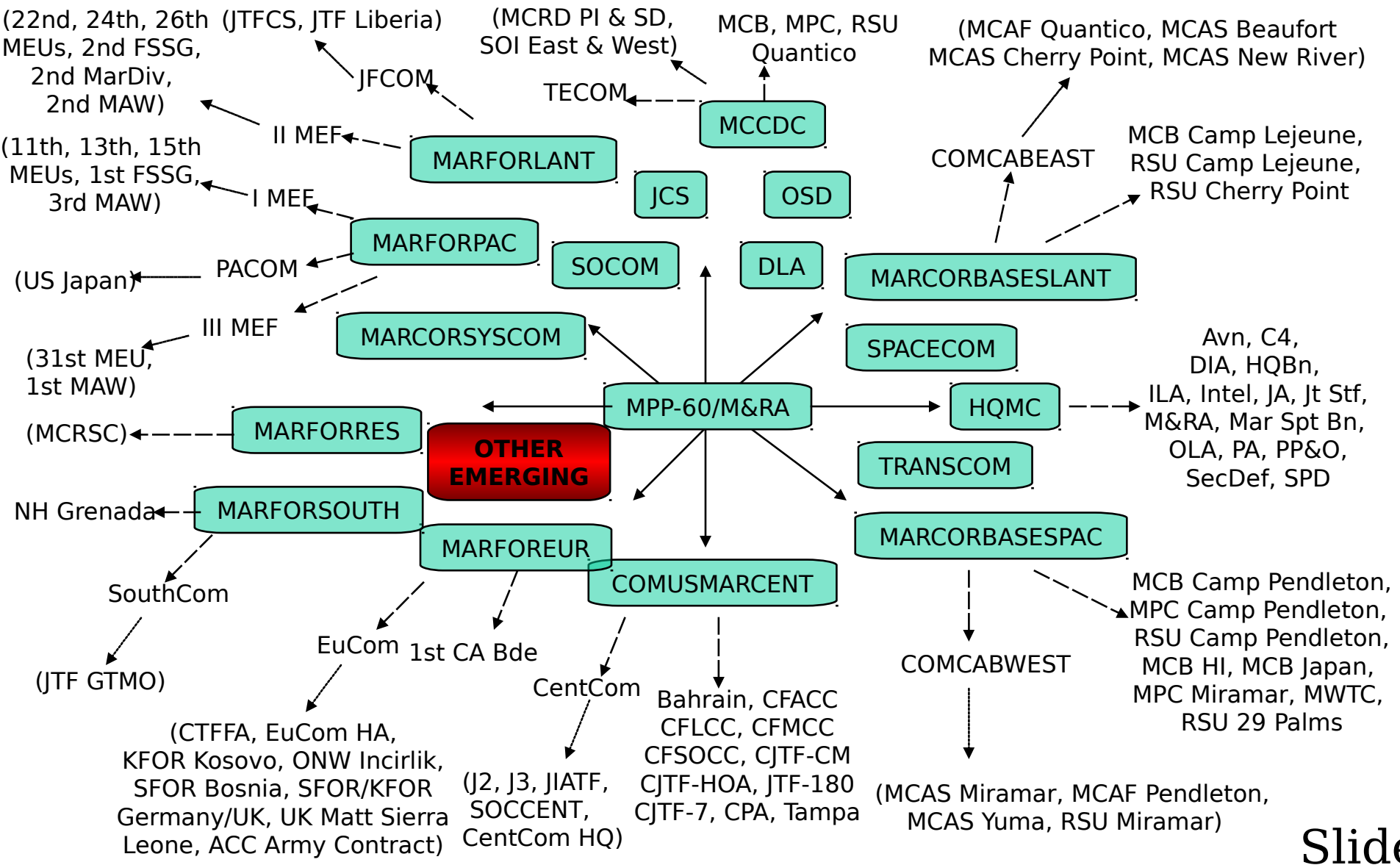
Executive Order 13223 of 14 September 2001 entitled ordering the ready reserve of the armed forces to active duty, and delegating certain authorities to the Secretary of Defense and the Secretary of Transportation (HLD). (40,786 USMCR Partial Mob 10 USC 12302)



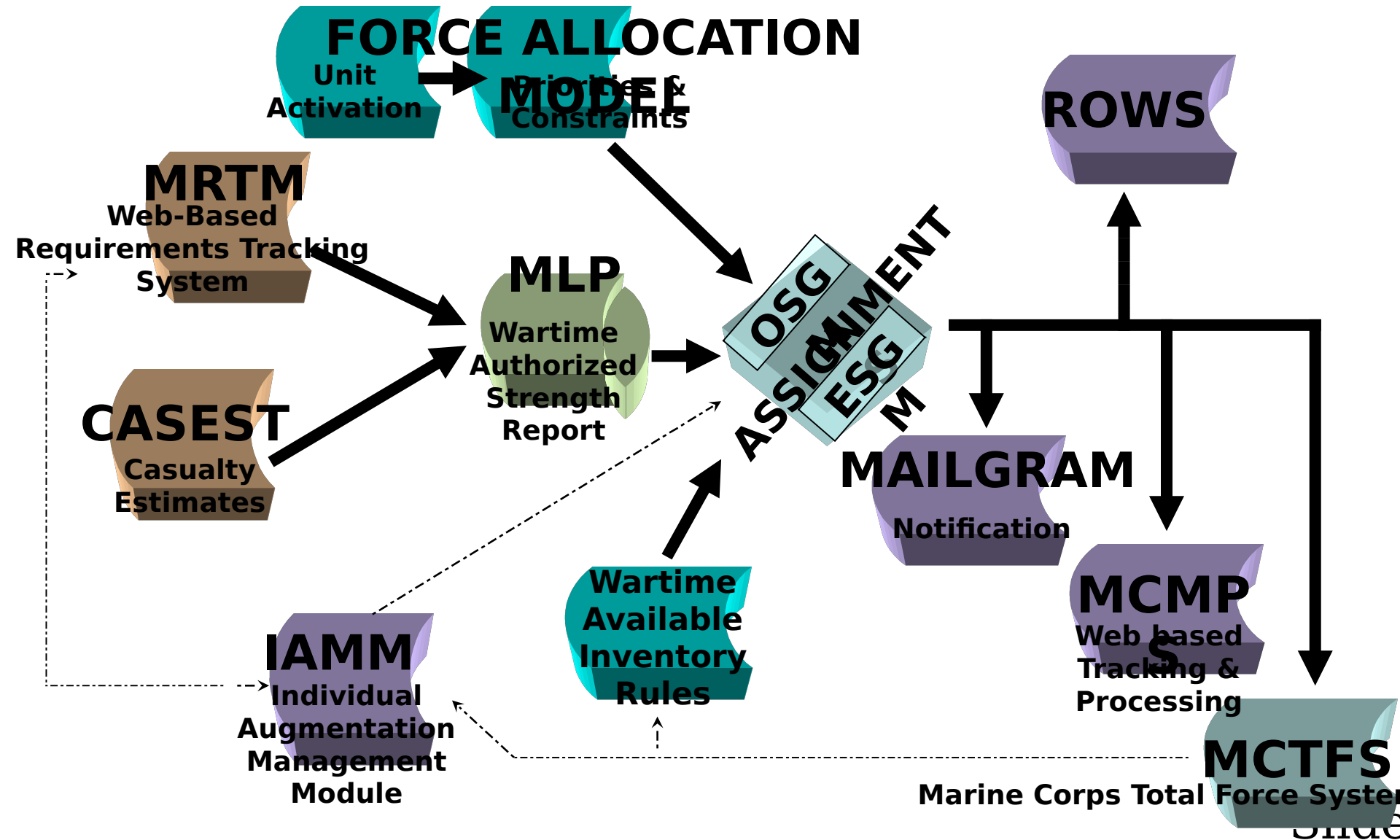
IA PROCESS MACRO OVERVIEW



IA Snapshot Over 1,100 R/C IA's



Manpower Mobilization Assignment System



IA Activation Process

Mobilization Assignment Data from CMC

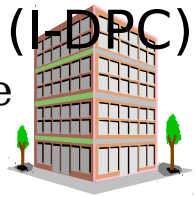
Manpower Management Systems updated for visibility and reporting

Western Union/ Fax/ file

Mailgram or Orders to IRR's

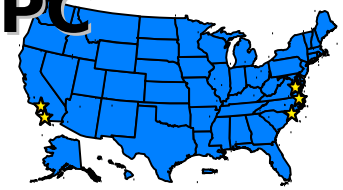
High Volume

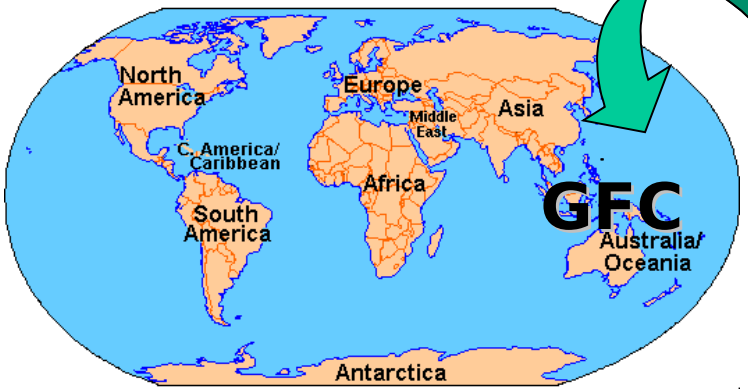
Initial Deployment Processing Centers (I-DPC)



Low/Moderate Volume

DPC





GFC

FUTURE DEVELOPMENTS

- **MCO P3000.19 (MAID-P)**
  - **MOBILZATION, ACTIVATION, INTEGRATION, DEACTIVATION PLAN (due out for GO chop)**
- **GWOT Changed how we do business**
  - **IA requirements have increased dramatically**
  - **Population required is geared towards more senior Marines with specific skills and experience**
  - **High Demand/Low Density MOS/OCCFLDs**

MAID-P EXCERPTS

- **CMC's Intent.** **I intend to support the gaining force commander by rapid activation of required USMCR units and *individuals* to support any operational requirements. To accomplish this, my desire is that Marine Forces Reserve have trained and equipped units able to promptly and efficiently activate and deploy from their Reserve Training Center (RTC) and report to their gaining force commander in eight days. I also plan to coordinate with CNO for the concurrent activation of *assigned Navy AC/RC assigned to USMCR units*. Finally, it is my intent to *provide appropriate individual augmentation (IA) to fill validated Marine and joint billets in support of any declared contingency.***

MAID-P EXCERPTS

Tasks

(1) COMMANDANT OF THE MARINE CORPS (CMC)

(a) Per reference (a), Section 10173, shall assign to the Marine Forces Reserve the forces of the Marine Corps Reserve stationed in the continental United States pursuant to U.S.C. Section 162 except those forces assigned to carry out functions of the Secretary of the Navy per U.S.C. Title 10, Section 5013.

(b) Will be delegated authority by SecNav to involuntary recall USMCR members and units to active duty (other than for training).

(c) Will execute involuntary activation/de-activation of USMCR units and individuals via D/C PP&O and D/C M&RA.

MAID-P EXCERPTS

(1) **Director, PL. Per reference (l), conducts oversight of JSCP planning apportionment of Marine Corps AC/RC Forces to support deliberate planning; participates in all JCS Positive Force exercises; coordinates with (PO), OSD (P&R), J-4, SecNav (RA) and Marine Component Commander(s) during a declared contingency to ensure USMC RC requirements identified and to support the Marine gaining force commander (GFC); chairs the Force Deployment Planning and Execution (FDP&E) working group during pre-contingency and co-chairs with PP&O(PO) during a declared contingency; and establishes the Marine Corps force activation policy for Marine Corps Reserve units and individuals as follows:**

MAID-P EXCERPTS

Category: **IMAs**
Report to GFC: **72 hours from receipt of orders (verbal/written)**
Remarks: **Verbal orders can only be given if authorized by CMC (MP).**

Category: **Individual Augments (IRR) Combat Replacements (IRR) Unit Fillers (IRR), Retire Recall**
Report to GFC**:** **45 days from activation**
Remarks: **Time may vary depending on SecDef/SecNav delay policy.**

Category: Component/MEF augmentation units (MACE)
Report to GFC: 8 days from activation

Category: Ground and CSS units Ground aviation F/W and R/W level units
Report to GFC: 8 days from activation

D/C FOR MANPOWER AND RESERVE AFFAI

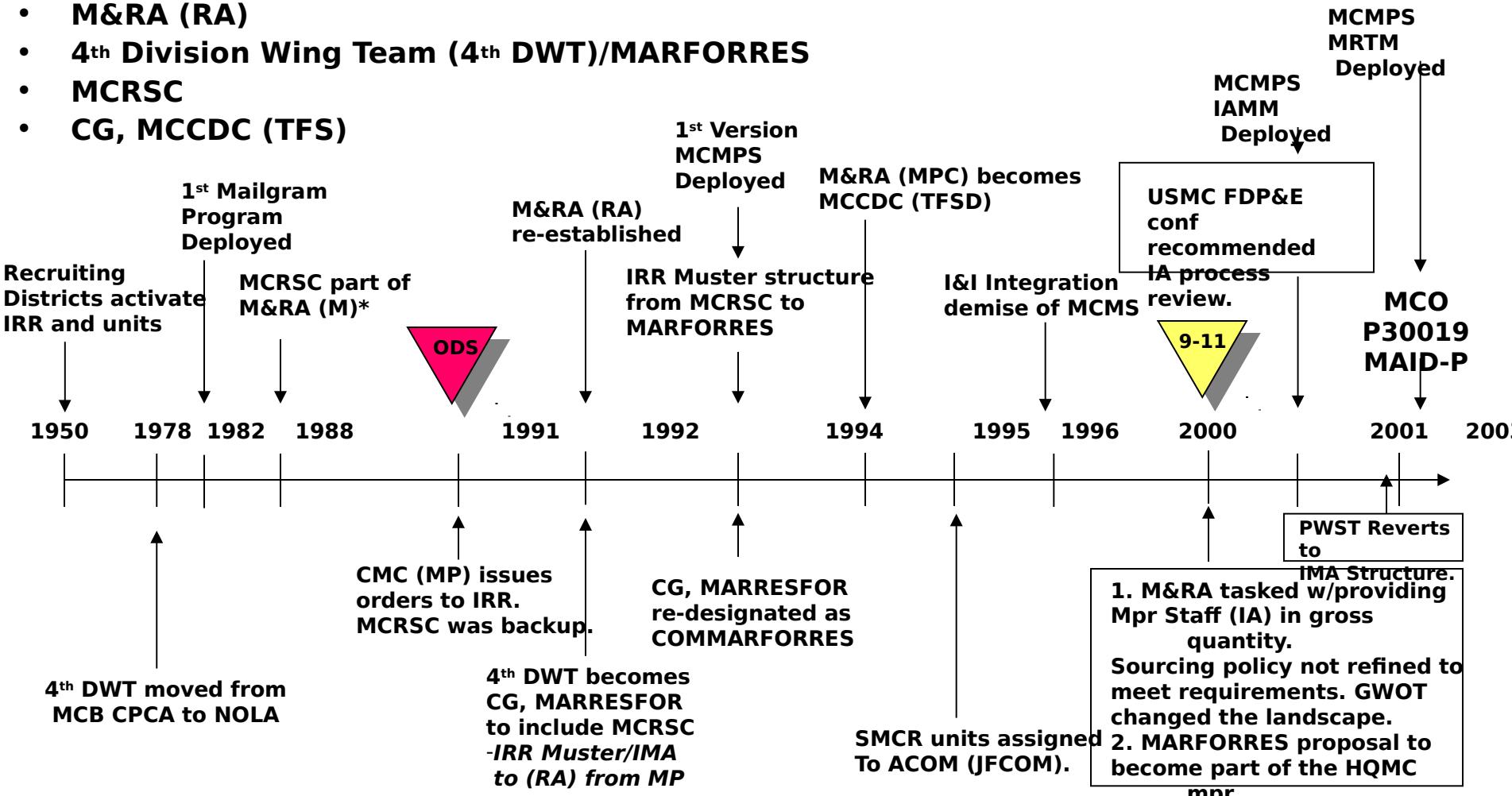
- **D/C, M&RA supports CMC by exercising staff cognizance over all manpower systems, manpower policy procedures and manpower processes to support manning and staffing of AC/RC units and various Marine Corps commands and agencies.**
- **Serves as the focal point involving manpower for external agencies.**
- **Serves as permanent member of the Executive Level, FDP&E Working Group. These functions are executed by the below responsible Directors:**

Director MP DIV

Responsible for individual (IMA and IRR) RC activation(s); issue manpower guidance and request Stop Loss from SecNav for USMC; develops combat replacement requirements in conjunction with the appropriate supported Marine Component, establishing/adjusting manning levels for AC/RC deploying units and commands, exercises oversight of the Preassignment Program and coordinates with CNO (N3/5) for the concurrent activation/deactivation of assigned Navy Reserve Program 9 personnel, as required, **delegates order writing authority to CG, MCRSC and then exercises Technical Direction over CG, MCRSC regarding ordering IRR to active duty**; submits to the JCS (J-1) daily manpower sitrep; provides to P&R (RFM) numbers of Marines activated by grade and contingency; **responsible for Mailgram Model, Casualty Estimation Model (CASEST) ICW MCCDC, and Marine Corps Mobilization Processing System (MCMPS).**

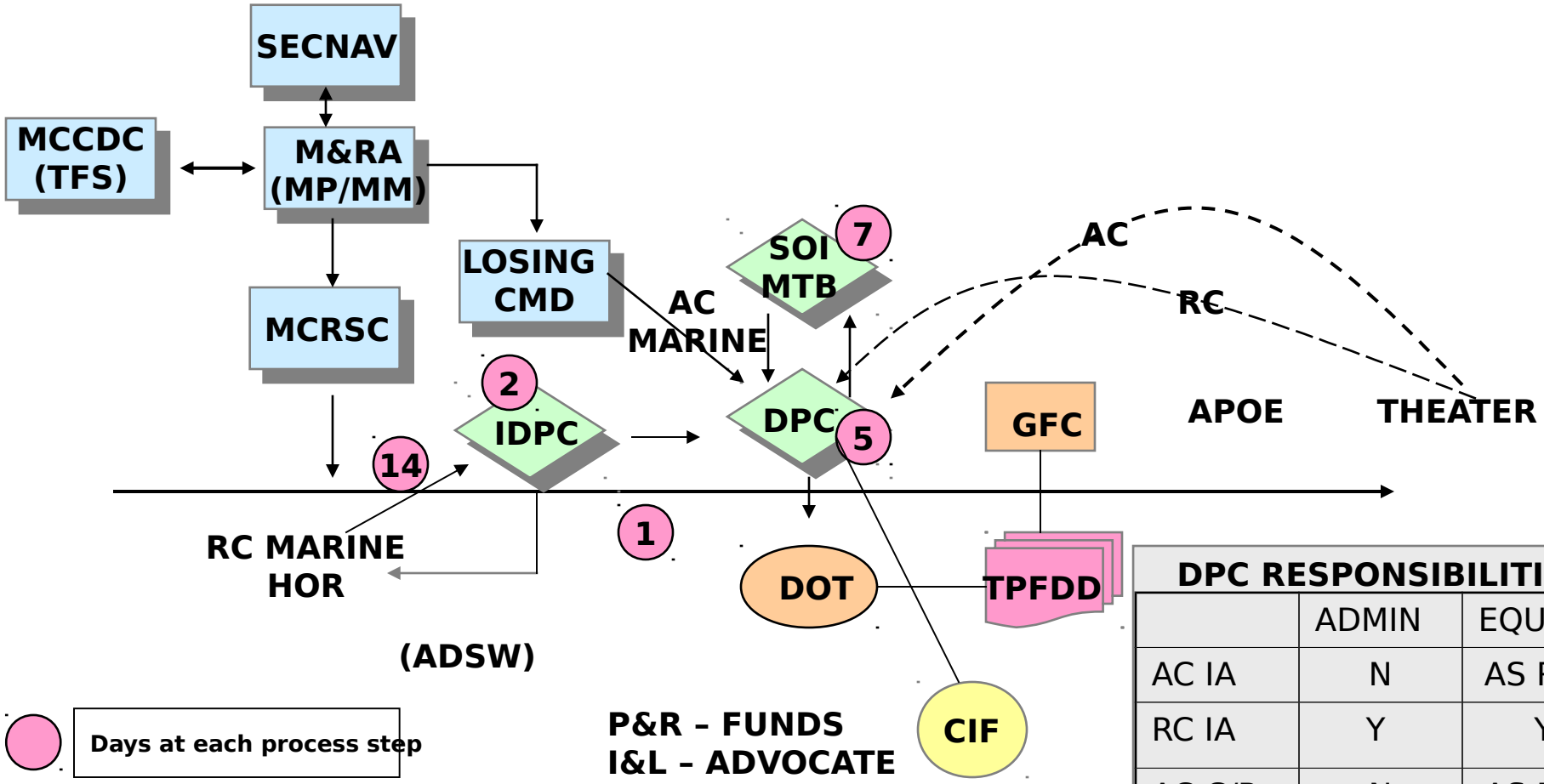
MOB Process History

- M&RA (MM) – order writing authority
- M&RA (RA)
- 4th Division Wing Team (4th DWT)/MARFORRES
- MCRSC
- CG, MCCDC (TFS)


MCMPS MRTM Deployed
MCMPS IAMM Deployed
1st Version MCMPS Deployed
1st Mailgram Program Deployed
M&RA (RA) re-established
M&RA (MPC) becomes MCCDC (TFSD)
USMC FDP&E conf recommended IA process review.
Recruiting Districts activate IRR and units
MCRSC part of M&RA (M)*
IRR Muster structure from MCRSC to MARFORRES
I&I Integration demise of MCMS
ODS
9-11
MCO P30019 MAID-P
1950
1978
1982
1988
1991
1992
1994
1995
1996
2000
2001
PWST Reverts to IMA Structure.
CMC (MP) issues orders to IRR. MCRSC was backup.
CG, MARRESFOR re-designated as COMMARFORRES
1. M&RA tasked w/providing Mpr Staff (IA) in gross quantity.
Sourcing policy not refined to meet requirements. GWOT changed the landscape.
2. MARFORRES proposal to become part of the HQMC mpr process.
4th DWT moved from MCB CPCA to NOLA
4th DWT becomes CG, MARRESFOR to include MCRSC -IRR Muster/IMA to (RA) from MP
SMCR units assigned To ACOM (JFCOM).

* M&RA (M) developed manpower systems that includes MCRSC as part of HQMC system architecture.

AC & RC IA Activation Process



DPC RESPONSIBILITIES		
	ADMIN	EQUIP
AC IA	N	AS REQ
RC IA	Y	Y
AC C/R	N	AS REQ
RC C/R	Y	Y

New Process Terms

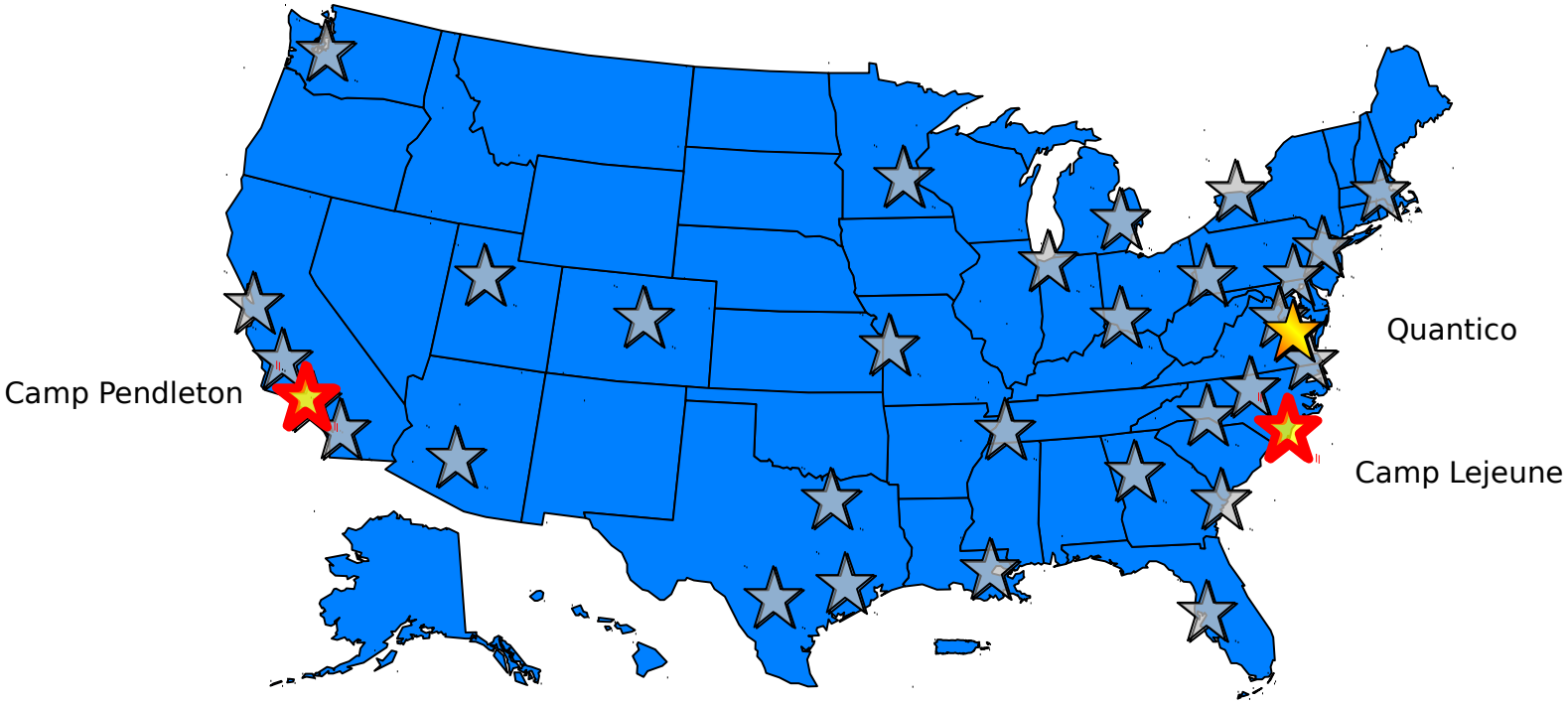
- **DPC/PPC (Deployment Personnel Command Personnel Processing Center)**
  - **Current Operations Support are supporting OEF**
  - **MCB Camp Pendleton/Camp Lejeune/RSU Quantico**
  - **Organized to Process Combat Replacement Personnel (CR) and IA throughput both AC & RC**
  - **Organization**
    - **Skeleton Active Duty Staff (RSU Personnel)**
    - **Scaleable Staff for Quick Stand-up: Enablers (IMA & IRR)**
    - **Non-chargeable structure: Must Fill In Before CRs Flow**

Overview

Deployment Personnel Commands (DPC)
Initial Deployment Processing Center (IDPC)
Personnel Processing Center (PPC)

- **Two DPCs & One PPC (Quantico)**
  - **East: Camp Lejeune & West: Camp Pendleton**
  - **IDPC Sites Throughout Major Population Centers**
  - **Personnel Processing Center Quantico/NCR**
- **Peak Sustained Throughput Levels**
  - **DPCs: 1000 w/ surge to 1500 per week Navy/MC Personnel**
  - **PPC Quantico: 100/250 per week Respectively for Staff Augmentation**

Deployment Processing Commands and Centers



PPC = Personnel Processing Center for National Capital Region (NCR)

IDPC = Initial Deployment Processing Center

DPC = East and West Coast Deployment Processing Commands

Initial Deployment Processing Centers (IDPC)

Slide

RSU to DPC/PPC Transition

Scaleable to Fit Contingency FDO's

Based upon levels of activation and sustained support for operational (IA) Requirements:

	East (T/O 7581)	West (T/O 7615)	Quantico (NCR) (T/O 7411)
• RSU (Day to Day):	3 (AR)	5 (AR)	9 AC/RC & 1 Civ
• DPC (Manning Option 1):	3+25/PMT	5+25/PMT	9+25/No PMT
• DPC (Manning Option 2):	3+35 /PMT	5+35/PMT	9+25/No PMT
• DPC (Manning Option 3 for MCO):	TBD/PMT	TBD/PMT	9+25/No PMT

* PMT = Navy Pers Mob Teams

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INDIVIDUAL AUGMENTATION PROCESS BACKUP SLIDES

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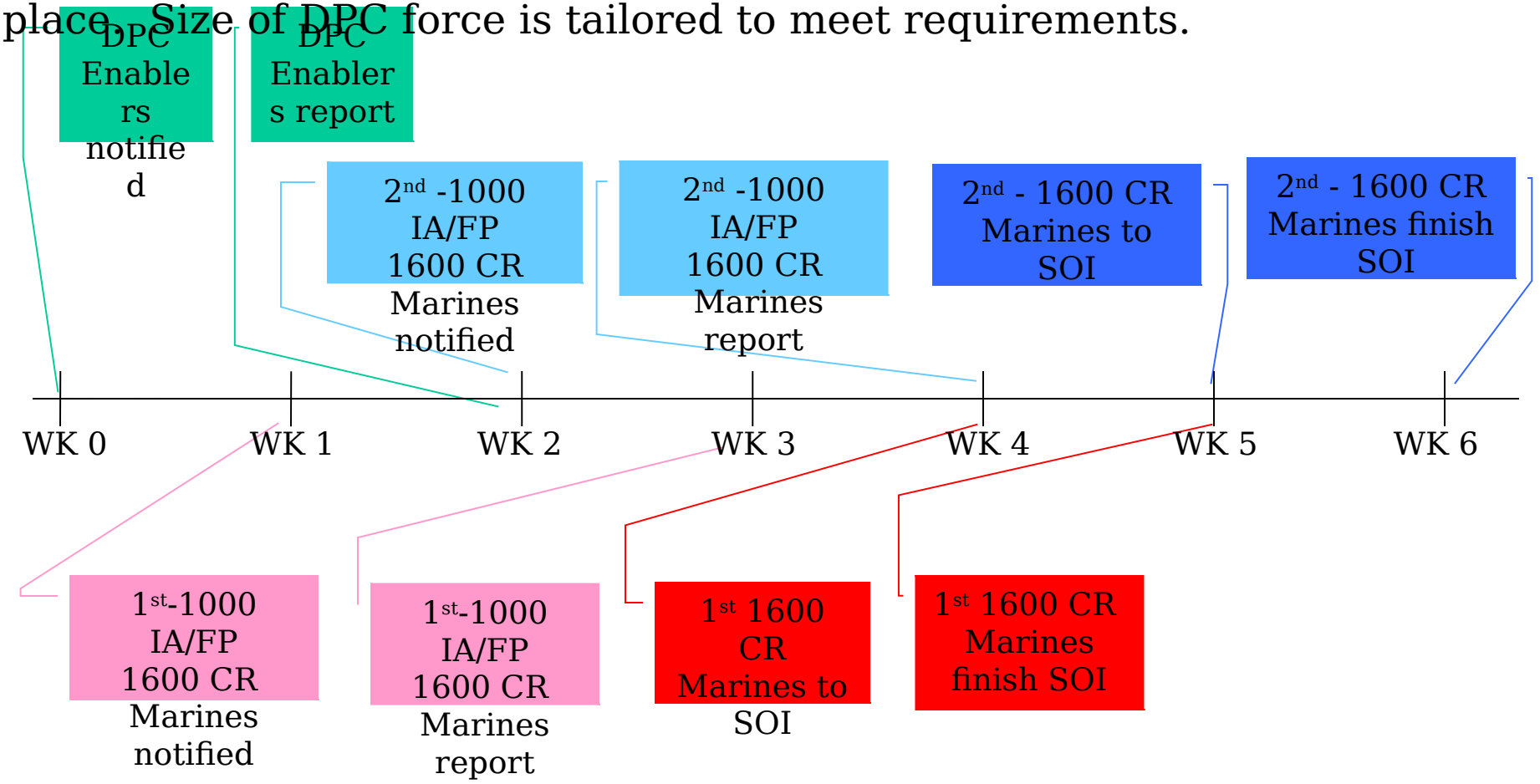
Activation Time Line

Detailed Time Line

- **USMCR/IMA 3-8 Days**
- **IRR/Retiree 24-37 Days (May be less if records, physical, training etc are up to date)**
  - **14 Notice - May be more or less depending upon SECDEF Policy**
  - **2-3 IMPC - Initial Screen, Confirm Documents, Arrange Transportation**
  - **2-3 Travel to DPC**
  - **5-12 DPC - Complete In-Processing (medical, dental, shots, DEERS, RED, Legal, ID Cards, Uniform Issue, Travel Claim)**
  - **1-5 Travel to GFC**

IRR Combat Replacement Individual Augment Timeline

3200 CRC Marines are deployable 6 weeks after the Deployment Personnel Command (DPC) Marines are notified they are being mobilized. IRR Combat Replacement Marines activated and flow once enablers are in place. Size of DPC force is tailored to meet requirements.


DPC Enablers notified
DPC Enablers report
2nd -1000 IA/FP 1600 CR Marines notified
2nd -1000 IA/FP 1600 CR Marines report
2nd - 1600 CR Marines to SOI
2nd - 1600 CR Marines finish SOI
WK 0
WK 1
WK 2
WK 3
WK 4
WK 5
WK 6
1st-1000 IA/FP 1600 CR Marines notified
1st-1000 IA/FP 1600 CR Marines report
1st 1600 CR Marines to SOI
1st 1600 CR Marines finish SOI

IA Function Matrix

Functions

Agencies

	Man the Force	Mpr Policy	Reqmnts Validation	Authority Issue Orders	Systems Owner	Tracking Reporting	Remarks
PP&O	U	S	X/S	-	U	U/S	USMC Mob Process Owner
PLN	-	X	X/S	-	U	U/S	Owner during planning phases
POC	-	X	X/S	X	U	U/S	Owner during Crisis Ops/Activation
M&RA	X	X	S	X	X	X	
MM	-	-	U	X	U	U	Assignments via manpower models
MP	-	X	S	X	U	X	Input for J-1 Reports
MI	-	S	S	-	X	S	Own & Fund MCTFS, MC Orders Writing System and TFMS
RA	-	S	-	-	U	-	
TFS	-	S	X	-	U	S	
MFR	-	-	S	-	U	S	Support by providing personnel not sourcing
MCRSC	-	-	S	-	U	S	Responsible for IRR Admin & Info Mgmt
MSB/MPC	-	-	-	-	U	S	Use CMC Authorized software applications

X = Responsible
S = Supports
U = User

HQMC

Responsibility

- Manning/Staffing USMC is HQMC responsibility (i.e., D/C, M&RA) per 10 USC, Sec. 5042
- Deputy Commandant M&RA:
  - Responsible for manning/staffing USMC units, activated USMCR units and staffing/sourcing of IA (AC/RC) requirements.
  - Funding, developing and maintaining manpower systems – MCTFS, order writing systems, etc.
  - Has visibility of overall contingency (AC/RC) manpower requirements.

Mobilization Responsibilities

HQMC – Title X Service Component HQ responsible for staffing entire force.

MFR – Subordinate administrative command. 5400 Bulletin dated 28 Oct 94 and ***Marine Corps Manual w/ch2 dtd 11 Jan 1984*** outlines areas of responsibility "to provide trained and qualified units and individuals to be available for active duty in time of war, national emergency,…"

MCRSC – Provide administrative, information technology, and logistical support to the Individual ready Reserve (IRR), Standby Reserves (SR), Individual Mobilization Augmentee (IMA) program, designated SMCR unit members, and assigned AC/AR Marines. It also provides administrative support for mobilization of the

REFERENCES

- Joint Strategic Capabilities Plan (JSCP)
- MPLAN: Update due out Mar 2004, to be renamed MCO P3000.19 Mobilization Activation Integration Deactivation Plan (MAID-P)
- Planners Manual MCO 3800.18 (In revision target for release Jun 04. Proposed Renamed as FDP&E Manual)
- Marine Corps Capabilities Plan (MCCP)
- MARINE CORPS ORDER 1001.61w/ch1

  Policy and Procedures for Sourcing Personnel to Meet Individual Augmentation (IA) Requirements (05 May 2000)
- MARADMIN 091/02 Change 1 to MCO 1001.61 (02/15/2002)

REFERENCES

- MARADMIN 518/03 Extension of Reserve personnel on active duty with greater than 16 years of active service Iso Contingency Operations
- MARADMIN 257/03 Total Force Manpower Guidance for Deactivation
- MARADMIN 228/03 Termination of Stop Loss and Stop Move (12 May 2003)
- MARADMIN 123/03 Policy for Managing Reservist (SMCR,IMA,IRR) Beyond Sixteen Years of Active Service as a Result of Involuntary Activation
- MARADMIN 286/02 First Update to Total Force Manpower Guidance for Partial Demobilization (24 May 2002)

REFERENCES

- MARADMIN 205/02 Initial Total Force Manpower Guidance for Partial Demobilization (12 Apr 2002)
- MARADMIN 019/02 Amplifying Guidance for Policy and Procedures for Mobilization of IRR Marines (01 Aug 2002)
- MARADMIN 565/01 Update Number One Initial Total Manpower Guidance for Partial Mobilization (15 Nov 2001)
- MARADMIN 465/01 CMC Guidance for Partial Mobilization (09/28/2001)
- MARADMIN 440/01 Initial Total Force Manpower Guidance for Partial Mobilization (20 Sep 2001)
- MARADMIN 095/99 Policy and Procedures for Sourcing Personnel to Meet Individual Augmentation (IA) Requirements (03 Aug 1999)